Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

Bureau of Reclamation:BOR (and below)

For 1st Quarter 2021 for period ending December 31, 2020

Comparative Data

				F					
Complaint Activity	Pr	evious	Fiscal	Year	Data		2021Th12 21		
	2016	2017	2018	2019	9 202		021Thru12-31		
Number of Complaints Filed	47	34	47	37	46	5	6		
Number of Complainants	42	31	46	37	46	5	6		
Repeat Filers	3	2	1	0	0		0		
Campleints by Davis				Com	parati	ve Da	ta		
Complaints by Basis		Pre	vious l	Fiscal `	Year I)ata			
Note: Complaints can be filed alleging multiple bases. The sur the bases may not equal total complaints filed.	m of	2016	2017	2018	2019	2020	2021Thru12- 31		
Race		11	9	14	8	4	1		
Color		8	8	3	1	2	0		
Religion		3	1	4	1	1	1		
Reprisal		30	20	26	15	32	5		
Sex		21	13	19	11	13	1		
PDA		1	0	0	0	0	0		
National Origin		5	3	5	6	2	0		
Equal Pay Act		1	0	1	0	0	0		

A	2.4	1.5	1.5	10	17	0
Age	24	15	15	19	17	0
Disability	25	18	8	7	17	2
Genetics	0	0	0	0	0	0
Non-EEO	1	3	6	3	8	1
Complaints by Issue			Com	parati	ve Dat	a
Complaints by Issue	Pre	vious I	Fiscal `	Year I)ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2016	2017	2018	2019	2020	2021Thru12- 31
Appointment/Hire	3	2	5	6	7	0
Assignment of Duties	7	2	8	6	6	0
Awards	0	1	1	1	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0
Disciplinary Action						
Demotion	0	1	0	1	0	0
Reprimand	4	2	0	3	1	0
Suspension	3	2	0	2	2	0
Removal	0	0	1	0	9	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	1	1	0
Perf. Eval./ Appraisal	8	2	1	2	6	1
Examination/Test	0	0	0	0	0	0
Harassment	-	-	-	-	-	
Non-Sexual	27	17	21	18	26	3
Sexual	3	0	1	0	1	0
Medical Examination	0	0	0	0	0	0
Pay including overtime	2	1	0	0	0	0
Promotion/Non-Selection	9	8	7	2	13	1
Reassignment						
Denied	0	0	0	1	2	0

Directed		0	1	0	0	1	0
Reasonable Accommodation I	Disability	13	5	3	1	10	0
Reinstatement		0	0	0	0	0	0
Religious Accommodation		0	0	0	0	0	0
Retirement		1	0	0	0	0	1
Sex-Stereotyping		0	0	1	0	0	0
Telework		1	1	1	1	1	0
Termination		6	2	1	3	3	1
Terms/Conditions of Employn	nent	4	4	3	5	6	0
Time and Attendance		5	3	2	2	7	0
Training		3	2	1	0	0	0
Other							
User Defined - Other 1		0	0	0	0	0	0
User Defined - Other 2		0	0	0	0	0	0
User Defined - Other 3		0	0	0	0	0	0
User Defined - Other 4		0	0	0	0	0	0
			Com	para	tive	Data	
Processing Time	P	revious	Fiscal	Year	Dat	a	2021Thru12-
	2016	2017	2018	20	19	2020	31
Complaints pending during fis	cal year						
Average number of days in investigation	194.60	211.05	326.04	326	5.59	256.96	198.67
Average number of days in final action	53.18	58.22	154.50	109	.42	147.22	99.20
Complaint pending during fisc	al year v	where he	aring w	as rec	quest	ted	
Average number of days in investigation	192.67	211.07	341.08	333	.06	220.73	198.71
Average number of days in final action	25.00	22.50	60.00	61.	.50	68.50	23.50
Complaint pending during fisc	al year v	where he	aring w	as no	t req	uested	
Average number of days in investigation	198.75	211.75	306.50	315	.83	253.24	198.50

Average number of days in final action	67	.36	1	01.7	75	173	3.40) 1	31	54	194	1.12	14	9.67	
							Co	m	ar	ativ	e D	ata			
Complaints Dismissed by Agency			P	rev	iou	s Fi	sca	ıl Y	ear	Da	ta		20217	Thru12-	
		201	16	20	17	2	018	3	20	19	20	20	•	31	
Total Complaints Dismissed by Agency	y	3			8		3		6)		4		0	
Average days pending prior to dismissal		73.	67	96	5.5	126.33		3	544.83		11	6.5	0		
Compla	ints	Wi	thdrawn by Complainants												
Total Complaints Withdrawn b Complainants	ру	2	2 0				3		5	,		3		4	
							(Con	npa	rati	ive	Data	a		
Total Final Agency Actio	ns	Ì		Pre	evio	ous	Fis	cal	Ye	ar I	at	a	2021Thru12		
Finding Discrimination			2016		20)17	20	2018		8 2019		020	31		
			#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings			0		0		0		0		3		0		
Without Hearing			0	0	0	0	0	0	0	0	2	67	0	0	
With Hearing			0	0	0	0	0	0	0	0	1	33	0	0	
Findings of Discrimination	on						(Con	ıpa	rati	ve	Data	ì		
Rendered by Basis				Pro	evic	ous	Fis	cal	Ye	ar I	D at	a	2021	Thru12-	
Note: Complaints can be filed			20	16	20	17	20	2018		19	2	020		31	
alleging multiple bases. The su the bases may not equal total complaints and findings.	im c	١ ١	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings			0		0		0		0		3		0		
Race			0	0	0	0	0	0	0	0	0	0	0	0	
Color			0	0	0	0	0	0	0	0	0	0	0	0	
Religion			0	0	0	0	0	0	0	0	0	0	0	0	
Reprisal			0	0	0	0	0	0	0	0	2	67	0	0	
Sex			0	0	0	0	0	0	0	0	0	0	0	0	
PDA			0	0	0	0	0	0	0	0	0	0	0	0	

National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	33	0	0
Disability	0	0	0	0	0	0	0	0	2	67	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
· I · · · · A C · · · II · · · · · ·	0						0		1		0	
indings After Hearing	0		0		0	0	0		1	0	0	0
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	0	0	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	1	100	0	0
Disability	0	0	0	0	0	0	0	0	1	100	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	0	0	0	0	0	0
	1.						1 -		1_			
ndings Without Hearing	0		0		0		0		2		0	
Race	0	0	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	0	0	0	0	0	0	2	100	0	0
Sex	0	0	0	0	0	0	0	0	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0

Age	0	0		0	0	0	0	0	0	0	0	0	
Disability	0	0	(0	0	0	0	0	1	50	0	0	
Genetics	0	0	(0	0	0	0	0	0	0	0	0	
Non-EEO	0	0	(0	0	0	0	0	0	0	0	0	
						Con	npa	ırat	ive	Data	l		
Findings of Discrimination		Previous Fiscal Year Data									2021Thru12-		
Rendered by Issue	20	16	2	017	20)18	20)19	20	020		31	
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	0		0		0		0		3		0		
Appointment/Hire	0	0	0	0	0	0	0	0	2	67	0	0	
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	0	0	0	0	0	0	
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	o	0	0	0	
Disciplinary Action													
Demotion	0	0	0	0	0	0	0	0	0	0	0	0	
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0	
Suspension	0	0	0	0	0	0	0	0	0	0	0	0	
Removal	0	0	0	0	0	0	0	0	0	0	0	0	
Other	0	0	0	0	0	0	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0	
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0	
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0	
Harassment													
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Sexual	0	0	0	0	0	0	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0	
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0	
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0	
Reassignment	- "		•							,			

Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	33	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	33	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define												
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings After Hearing	0		0		0		0		1		0	
Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
F					-							

Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment								-			-	
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment								-			-	
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	1	100	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	1	100	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define								-			-	
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	0		0		0		0		2		0	

Appointment/Hire	0	0	0	0	0	0	0	0	2	100	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full Time/Perm Status	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Perf. Eval./ Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay including overtime	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0	0	0	0	0	0	0
Reassignment												
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation Disability	0	0	0	0	0	0	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Sex-Stereotyping	0	0	0	0	0	0	0	0	0	0	0	0
Telework	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Investigations Exceed Required Tim Frames	e	2	2	14	4	11		6		1		1
Pending Complaints Where											1	
Complaint Investigations				vious I 2017				scal Year D 018 2019		2020	2021Thru12- 31	
Complaint Investigations)no	wion	ıc T					ve Dat		
Appeal with EEOC Office of Federal Operations		3:	3	9		4		2		10		10
Final Agency Action		C)	3		4		3		9		11
Hearing		2	1	29)	33		28		32		47
ROI issued, pending Complainant's action		C)	0		0		2		1		0
Investigation		C)	5		4		6		3		5
Number complaints pending												
Total Complainants		20	0	31	1	35		36		44		66
Total complaints from previous Fisc Years	al	2	1	35	5	38	3	38		46		68
Trovious riseur rears by Status		20	16	201	17	201	8	201	9	2020		31
Pending Complaints Filed in Previous Fiscal Years by Status		F	re	viou	ıs I	isca	al Y	Year	· D	ata	2021	Thru12-
		Comparative Data										ı
User Defined - Other 4	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 3	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 2	0	0	0	0	0	0	0	0	0	0	0	0
User Defined - Other 1	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Define	"		"									
Training	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0